



REALITY-BASED INCLUSION

1. Foundation

Course Description: In this course I'm sharing the foundations of Reality Based Inclusion. Right now, there is a plethora of work going on related to diversity and inclusion and no one is talking about the real truth – that many diversity and inclusion efforts are unnecessarily painful, leave people frustrated and without a clear plan for how to move forward. Reality-Based Inclusion is different. You will learn the two critical approaches to use when thinking about diversity and inclusion and why it is important not to conflate the two when trying to gain success on diverse teams.

chapter 1: Introduction

chapter 2: The Basics

chapter 3: The Short-Term Reality – Power Structures

chapter 4: Filters

chapter 5: A Predictable Pattern

chapter 6: Taking THE LID Off

2. Building Credibility Through Reality-Based Inclusion

Course Description: In this course we will take a look at gaining all the great advantages of leveraging diversity and creating inclusive environments but from a different angle – rather than focusing on our circumstances – what is wrong in the organization or our systems and then seeing those as the reasons we can't often succeed – we will learn that our circumstances are simply the reality in which we must succeed and most importantly – we will show you how to grow beyond these circumstances to ensure that your diverse backgrounds and talents add value to the organization and are readily accepted by your teammates.

chapter 1: Inclusively Living

chapter 2: What's Necessary When You Are Different

chapter 3: Try a Little Happiness and Peace

chapter 4: Overcoming Your Own Limitations